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5 June 1952

### EXECUTIVE INVENTORY

1. The criterion for the Executive Inventory, approved by the Committee on 8 May 1952 (See "Organization, Relationships and Functions of the Career Service Boards", Section II, Paragraph 3), is "GS-15 and above." By this formula, the following persons would be included:

GS-18  
GS-17  
GS-16  
GS-15

25X9

Total

2. Such a formula includes all those persons who "have arrived" and are not in any need of "executive development" (i. e. the Deputy Directors, the Assistant Directors and comparable top echelon personnel) and it does not include all the "middle management" group (i. e. Division and Branch Chiefs) and promising juniors who, on basis of reasonable expectation, are likely to be the key executives of the future.

3. It is therefore recommended that Paragraph 3 of reference be modified to read:

"3. Establishes and maintains an Executive Inventory composed of all personnel in the grades GS-14, GS-15 and GS-16, and such other personnel as the CIA Career Service Board shall from time to time determine."

4. It is further recommended that for present planning purposes "such other personnel as the CIA Career Service Board shall from time to time determine" should include the following:

All personnel in grades GS-11, 12 and 13, under age 30.  
All personnel in grades GS-7 through 10, under age 25.

5. The Executive Inventory would thus be composed of personnel in grades and numbers approximately as follows:

GS-16  
-15  
-14

Total

25X9

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No Change in Class. <input type="checkbox"/>	
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GS-10

- 9

- 8

- 7

Total

Grand Total

25X9

25X9

This number approximates [redacted] of total CIA personnel. Such a percentage of personnel in the Executive Inventory compares favorably with industry where recent studies show that the number of persons included in various company Management Development programs ranges up to 15% of total personnel.

6. The above basis for the Executive Inventory accomplishes four major purposes:

- a. It eliminates top echelon personnel for whom such an Inventory and Program is inappropriate.
- b. It includes promising middle and junior personnel for whom the Program is highly desirable.
- c. It is not too large to be manageable.
- d. The basis for selection is impartial and automatic and is not subject to the criticism of favoritism or cliqueism.

- 2 -

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